

March 2013

MEASURING HIV STIGMA AND DISCRIMINATION AMONG HEALTH FACILITY STAFF

FIELD-TESTED
QUESTIONNAIRE

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Field-tested Version

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Thank you for completing this questionnaire. The information obtained will be used to develop practical guidelines for health facility staff providing care or services for people living with HIV, so that needs of both providers and patients are met.

To ensure complete confidentiality, your name will not be on the questionnaire. You may refuse to answer any question or stop at any time. Doing so will not jeopardize your employment or otherwise adversely affect your occupational standing.

Please write or tick the answer, as appropriate, that best represents what you think or feel.

SECTION 1: BACKGROUND INFORMATION

First we will ask about your background.

1. How old were you at your last birthday? years
2. What is your sex?
☐ Female ☐ Male
3. What is your relationship status?
☐ Married/Living together ☐ In a relationship ☐ Separated
☐ Divorced ☐ Widowed ☐ Never married/Single
4. What is your religion? (Adjust as appropriate for country context by re-ordering categories or adding additional categories.)
☐ Christian ☐ Hindu ☐ Jewish ☐ Muslim ☐ Buddhist ☐ None
☐ Other:
5. How important is religion to you?
☐ Not important ☐ Somewhat important ☐ Important ☐ Very important
6. What is the highest level of school you completed?
☐ None ☐ Primary ☐ Secondary ☐ College/University ☐ Other:
7. What is your current job? (Adjust as appropriate for country context by adding or deleting categories according to sample.)

<input type="checkbox"/> Accountant	<input type="checkbox"/> Cashier	<input type="checkbox"/> Cleaning Staff	<input type="checkbox"/> Clinical Officer
<input type="checkbox"/> Dentist	<input type="checkbox"/> Dental Technician/Hygienist	<input type="checkbox"/> Doctor	
<input type="checkbox"/> Laboratory Technician	<input type="checkbox"/> Lay Health Worker/Peer Educator	<input type="checkbox"/> Medical Records Personnel	
<input type="checkbox"/> Medical Technician	<input type="checkbox"/> Nurse	<input type="checkbox"/> Pharmacist	<input type="checkbox"/> Receptionist
<input type="checkbox"/> Security Guard	<input type="checkbox"/> Ward Attendant	<input type="checkbox"/> Other: <input type="text"/>	

8. How many years have you been working in your current job? years

9. How many years have you been working in healthcare? years

10. In which type of medical facility do you spend the majority of your working hours? (Adjust as appropriate for country context.)

- | | | |
|---|--|--|
| <input type="checkbox"/> National referral hospital | <input type="checkbox"/> Provincial hospital | <input type="checkbox"/> District hospital |
| <input type="checkbox"/> Sub-district hospital | <input type="checkbox"/> Health center | <input type="checkbox"/> Dispensary |
| <input type="checkbox"/> Clinic | <input type="checkbox"/> Other: <input type="text"/> | |

11. What is your facility classified or registered as? (Select one. Adjust as appropriate for country context.)

- ☐ Government ☐ Private ☐ Mission/Religious organization ☐ Other:

12. Where is the healthcare facility where you spend most of your time located?

- ☐ Urban/City ☐ Peri-urban/Suburban ☐ Rural/Countryside

13. Which response best describes the care or services YOU provide as part of your work in this health facility? (Check all that apply.)

- | | | |
|--|---|--|
| <input type="checkbox"/> Registration/Intake | <input type="checkbox"/> Vital signs | <input type="checkbox"/> Patient records |
| <input type="checkbox"/> Counseling | <input type="checkbox"/> Physical examination | <input type="checkbox"/> Injections/Vaccinations |
| <input type="checkbox"/> Blood withdrawal | <input type="checkbox"/> Wound dressing or suturing | <input type="checkbox"/> IV line insertion |
| <input type="checkbox"/> Medication dispensing | <input type="checkbox"/> Lab specimen collection | <input type="checkbox"/> Patient education |
| <input type="checkbox"/> Room/Equipment/Bed cleaning | <input type="checkbox"/> Lab testing on samples | <input type="checkbox"/> Labor and delivery care |
| <input type="checkbox"/> Antenatal care | <input type="checkbox"/> Prevention of mother-to-child transmission | |
| <input type="checkbox"/> Surgery | <input type="checkbox"/> Support group leadership | <input type="checkbox"/> Community home visits |
| <input type="checkbox"/> Dental services | <input type="checkbox"/> Other: <input type="text"/> | |

14. In a typical week, approximately how many HIV-positive patients do you provide with care or services?

- ☐ 0–9 ☐ 10–29 ☐ 30–69 ☐ 70–119 ☐ 120 or more

15. In the last 12 months, did you receive training in the following subjects? (Check all that apply.)

- | | | |
|---|------------------------------|-----------------------------|
| a. HIV stigma and discrimination | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| b. Gender sensitivity | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| c. HIV care and treatment
(e.g., ART and opportunistic infection management) | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| d. Infection control and universal precautions
(including post-exposure prophylaxis) | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| e. Patients' informed consent, privacy, and confidentiality | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| f. HIV counseling and testing | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| g. Prevention of vertical transmission
(that is, transmission from mother to child) | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| h. Prevention of HIV transmission between adults | <input type="checkbox"/> Yes | <input type="checkbox"/> No |
| i. Other (List.): <input type="text"/> | | |

SECTION 2: INFECTION CONTROL

Now we will ask you about infection concerns in your health facility.

16. How worried would you be of getting HIV if you did the following?

If any of the following is not one of your job responsibilities, please select "Not applicable."

- a. Took the temperature of a patient living with HIV
☐ Not worried ☐ A little worried ☐ Worried ☐ Very worried ☐ Not applicable
- b. Touched the clothing of a patient living with HIV
☐ Not worried ☐ A little worried ☐ Worried ☐ Very worried ☐ Not applicable
- c. Cleaned the operating room or exam area after a patient living with HIV was seen
☐ Not worried ☐ A little worried ☐ Worried ☐ Very worried ☐ Not applicable
- d. Did a physical exam on a patient living with HIV
☐ Not worried ☐ A little worried ☐ Worried ☐ Very worried ☐ Not applicable
- e. Gave an injection to a patient living with HIV
☐ Not worried ☐ A little worried ☐ Worried ☐ Very worried ☐ Not applicable
- f. Dressed the wounds of a patient living with HIV
☐ Not worried ☐ A little worried ☐ Worried ☐ Very worried ☐ Not applicable
- g. Inserted a central line/IV drip in a patient living with HIV
☐ Not worried ☐ A little worried ☐ Worried ☐ Very worried ☐ Not applicable
- h. Drew blood from a patient living with HIV
☐ Not worried ☐ A little worried ☐ Worried ☐ Very worried ☐ Not applicable
- i. Sutured the wounds of a patient living with HIV
☐ Not worried ☐ A little worried ☐ Worried ☐ Very worried ☐ Not applicable

17. Do you typically use any of the following measures when providing care or services for a patient living with HIV?

- a. Avoid physical contact
☐ Yes ☐ No ☐ Not applicable
- b. Wear gloves during all aspects of the patient's care (history-taking, physical examination, etc.)
☐ Yes ☐ No ☐ Not applicable
- c. Use masks during all aspects of the patient's care
☐ Yes ☐ No ☐ Not applicable

d. Wear double gloves

☐ Yes ☐ No ☐ Not applicable

e. Wear goggles during all aspects of the patient's care

☐ Yes ☐ No ☐ Not applicable

f. Use any special measures with patients living with HIV that you do not use with other patients

☐ Yes ☐ No ☐ Not applicable

If yes, please describe these:

SECTION 3: HEALTH FACILITY ENVIRONMENT

Now we will ask about practices in your health facility and your experiences working in a facility that provides care to people living with HIV.

18. *In the past 12 months*, how often have you observed the following in your health facility?

- a. Healthcare workers unwilling to care for a patient living with HIV
☐ Never ☐ Once or twice ☐ Several times ☐ Most of the time
- b. Healthcare workers providing poorer quality of care to a patient living with HIV than to other patients
☐ Never ☐ Once or twice ☐ Several times ☐ Most of the time
- c. Healthcare workers talking badly about people living with or thought to be living with HIV
☐ Never ☐ Once or twice ☐ Several times ☐ Most of the time
- d. Healthcare workers confronting or educating someone who was mistreating or speaking badly about people living with HIV
☐ Never ☐ Once or twice ☐ Several times ☐ Most of the time
- e. Healthcare workers disclosing a patient's HIV status without the patient's permission
☐ Never ☐ Once or twice ☐ Several times ☐ Most of the time
- f. Healthcare workers using extra infection control precautions (like wearing extra gloves) when caring for a patient living with HIV
☐ Never ☐ Once or twice ☐ Several times ☐ Most of the time
- g. Healthcare workers providing extra support or care for patients living with or thought to be living with HIV
☐ Never ☐ Once or twice ☐ Several times ☐ Most of the time
- h. Healthcare workers sending or referring patients living with HIV to other health facilities because the workers do not want to treat them here
☐ Never ☐ Once or twice ☐ Several times ☐ Most of the time

19. *In the past 12 months*, how often have you:

- a. Experienced people talking badly about you because you care for patients living with HIV
☐ Never ☐ Once or twice ☐ Several times ☐ Most of the time
- b. Been avoided by friends and family because you care for patients living with HIV
☐ Never ☐ Once or twice ☐ Several times ☐ Most of the time
- c. Been avoided by colleagues because of your work caring for patients living with HIV
☐ Never ☐ Once or twice ☐ Several times ☐ Most of the time
- d. Been assumed to be HIV positive because you care for patients living with HIV
☐ Never ☐ Once or twice ☐ Several times ☐ Most of the time

20. In your opinion, how hesitant are healthcare workers in this facility to take an HIV test due to fear of other people's reactions if the test is positive?

- ☐ Not hesitant ☐ A little hesitant ☐ Somewhat hesitant ☐ Very hesitant

21. How hesitant are healthcare workers in this facility to work alongside a co-worker living with HIV regardless of their duties?

- ☐ Not hesitant ☐ A little hesitant ☐ Somewhat hesitant ☐ Very hesitant

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SECTION 4: HEALTH FACILITY POLICIES AND WORK ENVIRONMENT

Now we are going to ask about the institutional policy and work environment in your facility.

22. My health facility has policies to protect patients living with HIV from discrimination.

- ☐ Yes ☐ No ☐ Do not know

23. I will get in trouble at work if I do not follow the policies to protect patients living with HIV.

- ☐ Yes ☐ No ☐ Do not know

24. Since I have been working at my institution, I have been trained in protecting the confidentiality of patients' HIV status.

- ☐ Yes ☐ No ☐ Do not know

25. Do you have access to post-exposure, prophylactic medications in your health facility?

- ☐ Yes ☐ No ☐ Do not know

26. Do you strongly agree, agree, disagree, or strongly disagree with the following statements?

a. There are adequate supplies (e.g., gloves) in my health facility that reduce my risk of becoming infected with HIV.

- ☐ Strongly Agree ☐ Agree ☐ Disagree ☐ Strongly Disagree

b. There are standardized procedures/protocols in my health facility that reduce my risk of becoming infected with HIV.

- ☐ Strongly Agree ☐ Agree ☐ Disagree ☐ Strongly Disagree

c. At my health facility, it is obvious to everyone which patients are living with HIV.

- ☐ Strongly Agree ☐ Agree ☐ Disagree ☐ Strongly Disagree

d. No matter my views or feelings, it is my professional responsibility to maintain the confidentiality of patients living with HIV.

- ☐ Strongly Agree ☐ Agree ☐ Disagree ☐ Strongly Disagree

e. I would never test a patient for HIV without the patient's informed consent.

- ☐ Strongly Agree ☐ Agree ☐ Disagree ☐ Strongly Disagree

f. People living with HIV should be allowed to have babies if they wish.

- ☐ Strongly Agree ☐ Agree ☐ Disagree ☐ Strongly Disagree

SECTION 5: OPINIONS ABOUT PEOPLE LIVING WITH HIV

Now we are going to ask about opinions related to people living with HIV.

27. Do you strongly agree, agree, disagree, or strongly disagree with the following statements?

- a. People living with HIV could have avoided HIV if they had wanted to.
☐ Strongly Agree ☐ Agree ☐ Disagree ☐ Strongly Disagree
- b. HIV is punishment for bad behavior.
☐ Strongly Agree ☐ Agree ☐ Disagree ☐ Strongly Disagree
- c. Most people living with HIV do not care if they infect other people.
☐ Strongly Agree ☐ Agree ☐ Disagree ☐ Strongly Disagree
- d. People living with HIV should feel ashamed of themselves.
☐ Strongly Agree ☐ Agree ☐ Disagree ☐ Strongly Disagree
- e. Most people living with HIV have had many sexual partners.
☐ Strongly Agree ☐ Agree ☐ Disagree ☐ Strongly Disagree
- f. People get infected with HIV because they engage in irresponsible behaviors.
☐ Strongly Agree ☐ Agree ☐ Disagree ☐ Strongly Disagree

28. I would be ashamed if I were infected with HIV.

- ☐ Yes ☐ No

29. I would be ashamed if someone in my family were infected with HIV.

- ☐ Yes ☐ No

30. I can easily imagine myself in the same situation as patients living with HIV in this facility.

- ☐ Yes ☐ No

31. Please tell us if you strongly agree, agree, disagree, or strongly disagree with the following statement in relation to each group listed in the table below.

		I strongly agree or disagree because of the following reasons: (Please check all reasons that apply.)	
a) I would prefer not to provide services to— <i>People who inject illegal drugs</i>	<input type="checkbox"/> Strongly Agree <input type="checkbox"/> Agree <input type="checkbox"/> Disagree <input type="checkbox"/> Strongly Disagree	They put me at higher risk for disease.	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree
		This group engages in immoral behavior.	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree
		I have not received training to work with this group.	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree
		I am worried that people will associate me with this group.	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree
b) I would prefer not to provide services to— <i>Men who have sex with men</i>	<input type="checkbox"/> Strongly Agree <input type="checkbox"/> Agree <input type="checkbox"/> Disagree <input type="checkbox"/> Strongly Disagree	They put me at higher risk for disease.	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree
		This group engages in immoral behavior.	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree
		I have not received training to work with this group.	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree
		I am worried that people will associate me with this group.	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree
c) I would prefer not to provide services to— <i>Sex workers</i>	<input type="checkbox"/> Strongly Agree <input type="checkbox"/> Agree <input type="checkbox"/> Disagree <input type="checkbox"/> Strongly Disagree	They put me at higher risk for disease.	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree
		This group engages in immoral behavior.	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree
		I have not received training to work with this group.	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree
		I am worried that people will associate me with this group.	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree
d) I would prefer not to provide services to— <i>Transgender people</i>	<input type="checkbox"/> Strongly Agree <input type="checkbox"/> Agree <input type="checkbox"/> Disagree <input type="checkbox"/> Strongly Disagree	They put me at higher risk for disease.	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree
		This group engages in immoral behavior.	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree
		I have not received training to work with this group.	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree
		I am worried that people will associate me with this group.	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree

31. Please tell us if you strongly agree, agree, disagree, or strongly disagree with the following statement in relation to each group listed in the table below.

		I strongly agree or disagree because of the following reasons: (Please check all reasons that apply.)	
e) I would prefer not to provide services to— <i>Women who have sex with women</i>	<input type="checkbox"/> Strongly Agree <input type="checkbox"/> Agree <input type="checkbox"/> Disagree <input type="checkbox"/> Strongly Disagree	They put me at higher risk for disease.	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree
		This group engages in immoral behavior.	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree
		I have not received training to work with this group.	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree
		I am worried that people will associate me with this group.	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree
f) I would prefer not to provide services to— <i>Migrants</i>	<input type="checkbox"/> Strongly Agree <input type="checkbox"/> Agree <input type="checkbox"/> Disagree <input type="checkbox"/> Strongly Disagree	They put me at higher risk for disease.	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree
		This group engages in immoral behavior.	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree
		I have not received training to work with this group.	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree
		I am worried that people will associate me with this group.	<input type="checkbox"/> Agree <input type="checkbox"/> Disagree

MODULE 1: ANTENATAL CARE, PREVENTION OF MOTHER-TO-CHILD TRANSMISSION, AND LABOR AND DELIVERY WARDS.

The following section is to be completed by service providers that work with pregnant women in antenatal care, prevention of mother-to-child transmission of HIV, and labor and delivery rooms. If you do not work in these areas, you have completed the questionnaire.

32. How worried are you about assisting in labor and delivery if:

- a) The woman is living with HIV?
☐ Not worried ☐ A little worried ☐ Worried ☐ Very worried ☐ Not applicable
- b) The woman's HIV status is unknown?
☐ Not worried ☐ A little worried ☐ Worried ☐ Very worried ☐ Not applicable

33. *In the past 12 months*, how often have you observed other healthcare providers:

- a) Performing an HIV test on a pregnant woman without informed consent
☐ Never ☐ Once or twice ☐ Several times ☐ Most of the time
- b) Neglecting a woman living with HIV during labor and delivery because of her HIV status
☐ Never ☐ Once or twice ☐ Several times ☐ Most of the time
- c) Using additional infection control procedures (e.g., double gloves) with a pregnant woman living with HIV during labor and delivery because of her HIV status
☐ Never ☐ Once or twice ☐ Several times ☐ Most of the time
- d) Disclosing a pregnant woman living with HIV's status to others without her consent
☐ Never ☐ Once or twice ☐ Several times ☐ Most of the time
- e) Making HIV treatment for a woman living with HIV conditional on use of family planning methods
☐ Never ☐ Once or twice ☐ Several times ☐ Most of the time

34. Do you strongly agree, agree, disagree, or strongly disagree with the following statements?

- a) If a pregnant woman is HIV positive, her family has a right to know.
☐ Strongly Agree ☐ Agree ☐ Disagree ☐ Strongly Disagree
- b) Pregnant women who refuse HIV testing are irresponsible.
☐ Strongly Agree ☐ Agree ☐ Disagree ☐ Strongly Disagree
- c) Women living with HIV are unable to be good mothers.
☐ Strongly Agree ☐ Agree ☐ Disagree ☐ Strongly Disagree
- d) Women living with HIV who do not follow infant feeding recommendations for preventing transmission of HIV to their infants are irresponsible.
☐ Strongly Agree ☐ Agree ☐ Disagree ☐ Strongly Disagree
- e) Women living with HIV should not get pregnant if they already have children.
☐ Strongly Agree ☐ Agree ☐ Disagree ☐ Strongly Disagree

- f) A pregnant woman living with HIV should undergo antiretroviral therapy, even if this is not her choice, for the health of the baby.

☐ Strongly Agree ☐ Agree ☐ Disagree ☐ Strongly Disagree

- g) It can be appropriate to sterilize a woman living with HIV, even if this is not her choice.

☐ Strongly Agree ☐ Agree ☐ Disagree ☐ Strongly Disagree

Thank you for your time and cooperation.

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FOR THE REASEARCH TEAM ONLY

Date of the data collection.....

ID of the questionnaire [.....]

Data entry by:.....

Field supervisor:.....

Office supervisor:.....

Field-tested Version

ANNEX A. REFERENCES

References used to prepare the background questionnaire tables for the working groups that developed this field-tested questionnaire.

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Questions provided by the People Living with HIV Stigma Index Partnership. 2011. For more information contact Julian Hows at jhow@gnpplus.net.



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